



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Washington, D.C. 20507

Office of Inspector General

November 6, 2020

**MEMORANDUM**

**TO:** Janet Dhillon  
Chair

**FROM:** Milton A. Mayo, Jr  
Inspector General

A handwritten signature in black ink, appearing to read "Milton Mayo, Jr.", with a long horizontal stroke extending to the right.

**SUBJECT:** FY 2020 Agency Compliance with the Federal Managers' Financial Integrity Act of 1982 (OIG Report No. 2021-001-SOIG)

The *Federal Managers' Financial Integrity Act of 1982* (FMFIA), P.L.97-255, as well as the *Office of Management and Budget's (OMB) Circular A-123, Management's Responsibility for Enterprise Risk Management and Internal Controls, M-16-17*, establish specific requirements for management controls. Each executive agency must establish controls to reasonably ensure that: (1) obligations and costs are in compliance with applicable law; (2) funds, property and other assets are safeguarded against waste, loss, unauthorized use, or misappropriation; and (3) revenues and expenditures applicable to agency operations are properly recorded and accounted for to permit the preparation of reliable account and financial and statistical reports, and to maintain accountability over the assets. FMFIA further requires the head of each executive agency, on the basis of an evaluation conducted in accordance with applicable guidelines, to prepare and submit a signed statement to the President and the Congress disclosing whether the agency's system of internal accounting and administrative control fully complies with requirements established in FMFIA.

*Equal Employment Opportunity Commission (EEOC) Order 195.001, Management Accountability and Controls* requires the Office of Inspector General (OIG) to annually provide a written advisory to the Chair on whether the management controls review was conducted in accordance with applicable laws and OMB guidance. On October 30, 2020, the Office of Enterprise Data and Analytics (OEDA) submitted EEOC's Fiscal Year 2020 FMFIA Assurance Statement to the Chair and to the OIG for review.

The OIG reviewed: (1) assurance statements submitted by headquarters and district directors attesting that their systems of management accountability and controls were effective and that resources under their control were used consistent with the Agency's mission and complied with FMFIA; (2) all functional area summary tables, functional area reports and; (3) OEDA's Fiscal Year 2020 Federal Managers' Financial Integrity Act Assurance Statement and attachments.

Also, *OMB Circular A-123*, as revised, requires management to conduct its evaluation of internal controls based on *Standards for Internal Controls in the Federal Government* (GAO Green Book).

Based on the OIG's review, the Agency's management controls review process was conducted in accordance with applicable guidance.

As of this memorandum date, the auditors, Harper, Rains, Knight and Company (HRK) did not identify any material weaknesses resulting from their audit of EEOC's Fiscal Year 2020 financial statements.